

Development and review of a local programme designed to engage Specialty Grade and Associate Specialist Doctors in owning and understanding their educational development needs

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Background

Associate Specialists and Specialty Doctors make a major contribution to Hampshire Partnership NHS Foundation Trust with 41 doctors of both grades currently in substantive employment. The Trust, in conjunction with the postgraduate centre have undertaken a series of half day workshops designed to be led by SASG Doctors with administrative and practical support from the postgraduate centre and the Trust SASG Lead Dr Roger Palmer. The programme is intended to run from year to year focusing on the specific development needs of the SASG group and not to duplicate training undertaken elsewhere.

It is acknowledged that doctors in traditional SASG posts are often a heterogeneous body with a wide range of differing skills. Often career paths have limited options to expand. This poses a number of challenges in supporting the developmental needs of this group. The current programme takes into account those doctors who have gained experience and who need to be supported with Specialist register applications. The majority of doctors have moved to the new Specialty doctor contract. The new contract specifies that SASG Doctors must expand their repertoire of competencies before passing through the first and second thresholds. The new contract highlights that additional resources are required to aid doctors to progress as anticipated.

The new contract requires SASG Doctors to participate in job planning and annual appraisal. There are a total of 11 pay increments in each contract after which, in years 5 and 7, there are thresholds which are only passed by the doctor on demonstration that they meet the defined criteria. Successful progression is dependent upon doctors expanding general psychiatric skills and, in later years broadening their experience into areas such as leadership, management, teaching service development.

Trusts have a responsibility to support doctors to develop their careers by creating opportunities to learn and increase each doctor's contribution.

Without nationally agreed standards, we determined through local consultation that it is imperative that SASG doctors have input into their curriculum and to take ownership of their specific educational needs, making training relevant and accessible to all SASG doctors across the Trust. Support was sought from SASG doctors, trust medical management and the consultant body.

Money was secured from Wessex Deanery to develop a monthly programme of CPD relevant and accessible to SASG Doctors across all psychiatric sub-specialties.

Development

Format

Training in basic facilitation skills took place over two one day Development Workshops enabling doctors to lead monthly sessions on identified topics.

Financial support was made available for external speakers, simulated patients and other resources to consolidate the learning experience.

The Programme consists of ten pre-planned half day sessions per year taking place on the third Wednesday of every month.

Attendance at eight out of ten sessions per year is mandatory for specialty doctors and associate specialists below the second threshold. Doctors above the second threshold, who are not pursuing an individual programme towards article 14 must also attend.

The Sessions are organised by groups of three SASG Doctors with direct support from the Trust SAS Lead and the Postgraduate centre.

The sessions include a mixture of didactic teaching from paid speakers, SASG doctor discussion and the use of other teaching resources such as simulated patients.

Role of Facilitators

It was felt that the SAS doctors should take the lead in facilitating the sessions. The Facilitators' roles include introducing the topics and outside speakers plus leading discussion.

Feedback and Reflection

As we head towards an environment of revalidation and appraisal, it was felt there should be formal opportunities for reflection and feedback.

Forms were developed in order to facilitate this process.

Feedback Form

- What are the key messages from today's topic?
- What Worked Well?
- What would you change for another time?

Reflection Template for Participants

- How does this relate to my current practice?
- What areas of development are there in relation to my current clinical practice?
- Key Learning Points

Reflection Template for Facilitators

- Strengths
- Areas for Improvement
- Action Points

Attendance

Records kept of each individual's participation in the development programme showed that out of 41 SASG Doctors:-

- 9 have attended over 70% of sessions
- 20 Have attended between 50 and 70% of sessions
- 6 have attended less than 50% of sessions
- 6 have not attended any sessions due to challenges in arranging cover or sickness absence

Relevance and Quality

General feedback regarding the Development programme included:-

- Liked that the sessions were "compulsory"
- Appreciated that the sessions were not on academic/clinical topics
- Valued that the sessions were in addition to existing CPD funding entitlements
- Enjoyed the group networking and support—felt the group had developed confidence and cohesion
- Valued that the sessions were facilitated/organised or led by the SAS group themselves
- For a minority of doctors getting time to attend was a challenge—wondered whether to have fewer events but to make them whole day
- Felt that consultant support to the project was important

Feedback from 'specific sessions' included:-

- Assertiveness training: "I can begin to look at situations and experiment with change"; "To speak up more clearly with respect of others rights"; "recognise own shortcomings"
- Substance misuse: multiple comments on enjoying exercise in motivational interviewing
- Time management training: "enjoyed small group exercises", "relaxed presentation and group discussion"
- Somatisation Disorders: "top tips" from therapist, humour, interaction, informative
- Human Factors in Risk: "excellent presentation, thought-provoking and stimulating discussion"; "... interesting subject and it has not been covered before"
- Leadership: "Extremely good at engaging the group"; "enjoyed the use of group work to explore aspects of leadership"

Learning Needs Analysis

Jamie Parker a Management & Leadership Specialist at Gloucestershire Hospitals NHS Foundation Trust facilitated a session on 19th May 2010 focusing on ascertaining future learning needs with a particular emphasis on Revalidation, Appraisal and The Medical Leadership Competency Framework. At the end of the session SASG doctors have highlighted the following learning needs:-

- Appraisal training 30%
- Teaching skills 40%
- Leadership Skills 15%
- Improve educational supervision skills 10%
- Management and service development 20%
- Information and Technology Skills 20%
- Mindfulness 5%
- Special interest 5%

Strengths and Weaknesses of the local model

Strengths

Widespread organisational and SASG doctor support enabling cover to be arranged to allow attendance.

Cost effectiveness with direct costs of half day sessions typically £30 per head

Weaknesses

The challenges of promoting attendance and commitment to making an individual contribution in the form of facilitating sessions.

Finding a balance between clinical and non-clinical topics.

The challenges of empowering SASG doctors to recognise the link between broader learning and achievement of specific skills and career advancement

Future

- Review by the Associate Dean and Director of Medical Education and SASG Representatives to plan ongoing sessions within the stated development goals.
- Ongoing investigation of the challenges of empowering SASG doctors focusing on job satisfaction and self esteem.

Relevant Literature

Medical Leadership Competency Framework -Enhancing Engagement in Medical Leadership: NHS Institute for Innovation and Improvement and Academy of Medical Royal Colleges (Second Edition, May 2009)

REVALIDATION GUIDANCE FOR PSYCHIATRISTS:
Dr Laurence Mynors-Wallis February 2010

Topics

Date	Topic	Outside Resources Used
21 October 2009	Substance Misuse	Consultant Psychiatrist and Project Workers from local substance misuse team
18 November 2009	What Skills Does a Specialist Doctor Need?: Time Management and Negotiation skills	Facilitated solely by SASG Doctors
16 December 2009	Chronic Fatigue and Somatisation	CBT Nurse Specialist
20 January 2010	What Skills Does a Specialist Doctor Need?: Leadership	Facilitated solely by SASG Doctors
17 February 2010	What Skills Does a Specialist Doctor Need?: Assertiveness	Trust Training and Development Officer
17 March 2010	Human Factors	Training provided by Atrainability
21 April 2010	Forensic Workshop	Consultant Forensic Psychiatrists
19 May 2010	Learning Needs Analysis	Jamie Parker - educationalist
16 June 2010	The Interface between Physical and Mental Health	Consultant Physician

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